DISCIPLINE IMPROVEMENT PLAN

Per 105 ILCS 5/2-3.162 and Public Act 098-1102, districts identified on the Top 20% Exclusionary Discipline list are required to submit a Discipline Improvement Plan. The Discipline Improvement Plan must be approved by the district board, placed on the district website, and submitted to ISBE by **February 1, 2025.**

Name of School District/Charter School: **Community High School District 99**	School Year: **2025-2026**	Board Approval Date(s): **01/27/25**
Link to district website where plan is posted: **https://www.csd99.org/departments/special-services**		
School District/Charter School Address: **Administrative Service Center, 6301 Springside Avenue, Downers Grove, Illinois 60516**		
Superintendent/Administrator Name: **Dr. Hank Thiele - Superintendent**		

Discipline Improvement Plan Team

Districts are encouraged to convene a Discipline Improvement Plan Team to address exclusionary discipline and/or racial disproportionality.

Team Leader:

Scott Wuggazer, Assistant Superintendent for Student Services | 630-795-7113 | swuggazer@csd99.org

Team Members:

North High School	South High School
Kelly Zuerner, Associate Principal **Bryan Heap, Dean** **Rebecca Talvera, Dean** **Tim Tilton, Dean** **Keith Bullock, SAP Coordinator** **Patrick Fleming, PATH Coordinator** **Mike Pacer, Student Success Coordinator**	**Karen Taylor, Associate Principal** **Sheldon Davis, Dean** **Angela Earwood, Dean** **DeAngelo Gerald, Dean** **Robert Godinez, Dean** **Travis Edwards, SAP Coordinator** **Nicole Walus, PATH Coordinator** **Kristee Toth, Student Success Coordinator**

District 99's Steps in Creating the Discipline Improvement Plan

1-Review of discipline data:

Please go to the ISBE School Discipline webpage to find district data-level data. Districts/charter schools may also consider any other relevant data, e.g., the district's Illinois Report Card (student and teacher demographics, attendance rates, graduation rates, student mobility rates, academic progress, etc.), Survey of Learning Conditions (5 Essentials Survey or other approved survey) and any other local data.

Community High School District 99 reviewed the following data:

- Suspension and Disproportionate Rate
- In-School and Out-of-School Suspensions
- PATH Program Data
- Illinois School Report Card

2-Synthesize discipline data:

Out-of-School Suspension Rate	District 99 moved to an in-school intervention model during the 2022-2023 school year. Data indicates a 30% reduction in the student count of students with B code violations from 2022 SY to 2024 SY. There was an 8.62% increase in students receiving an in-school intervention from the 2022 SY to the 2024 SY.
Race Data	We continue to show data that non-white students have more B code violations and in-school interventions compared to our white student population.
Gender Data	Male students in D99 receive the majority of in-school interventions

3. Has your district completed implicit bias training as required by PA 100-0014? Have you incorporated the Diversity Equity and Inclusion Provider Evaluation Tool? If you did, what are your thoughts regarding your current implicit bias training (e.g., effective or ineffective)?

Yes, District 99 has completed implicit bias training as outlined by PA-100-0014. We feel our implicit bias training is effective. It serves as a great reminder of implicit bias, why we need to be aware of it, and its importance as part of the mandated training. In isolation, it is not enough, so we also seek other opportunities through various restorative and equity trainings. District 99 has also used the ISBE Diversity Equity and Inclusion Provider Evaluation Tool to gain insight into our programming and support to students.

4. Potential Action Plan to Reduce the Use of Exclusionary Discipline and/or Racial Disproportionality: (Goal/Objective, Strategy/Action, Timeframe, Responsible Individual(s), Success Criteria, and Method of Evaluation)

PATH PROGRAM	District 99 initiated the PATH Program in the 2021-2022 school year. Replaced out-of-school suspensions with in-school suspension using our PATH Program model that emphasizes restorative practices. In the 2023-2024 School Year, we dedicated 1.0 FTE at each campus to support the PATH Program. Data from the PATH Program is reviewed annually and reported at our Parent-Teacher Advisory Committee meeting.
Data Dashboards	District 99 created custom dashboards to monitor real-time student discipline data. Our Deans, Student Assistance Program, PATH Program Coordinators, and Administration use these custom dashboards. This data will be used to support programming and interventions. Using an equity lens, these dashboards will allow us to examine trend data by violation type.
AP Liaison Meeting	Monthly liaison meetings with our associate principals for discipline to review discipline data using our custom 5Labs dashboards.
Discipline Improvement Team	Our discipline improvement team meets annually to review our discipline data and the support provided to students. This includes reviewing the tenets of our improvement plan
Restorative/Trauma Practice	Continue to provide restorative training to our staff. During 2023-2024, we began training with an outside consultant focusing on building restorative practices in the school system. In the 2024-2025 school year, our Associate Principals developed and delivered a professional learning opportunity to classroom teachers. Our goal is to provide restorative practice to classroom teachers.
Bullying, Harassment, Intimidation and Hazing	D99 has provided all students with Bystander training through our Positively North & Mustang Way initiatives (PBIS) during the 2023-2024 SY. This training will continue next year with our liaison and improvement team meetings reviewing bullying and harassment data
Parent-Teacher Advisory Committee	The district will present discipline data to our PTA committee each spring. Input from this committee will help shape our programming and interventions.
Consolidated District Plan & Climate Survey	The District Discipline Improvement Team will collaborate with our Associate Superintendent to provide assessment information, data, and recommendations for the Consolidated District Plan and review the results of our climate survey.